

**Department of Personnel Administration
Memorandum**

TO: Personnel Management Liaisons (PML)

SUBJECT: Bargaining Unit 18 Agreement	REFERENCE NUMBER: 2005-009
DATE ISSUED: 02/15/05	SUPERSEDES: 2005-008

This memorandum should be forwarded to:

**Labor Relations Officers
Personnel Officers**

FROM: Department of Personnel Administration
Labor Relations Division

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Bargaining Unit 18 (BU 18) has ratified the agreement reached in December 2004. The following information is being provided highlighting contract Articles/Sections that were modified as a result of the negotiations. Legislative ratification has not occurred at this point in time. The appropriate Pay Letters will be issued after legislative ratification.

Section 2.1, Professional Recognition and Rights.

Language changes regarding investigations and Letters of Instruction (LOI)

Section 4.2, Salaries.

Provides for a 2.5% increase August 1, 2004 and a 2.5% increase January 1, 2005 for all bargaining unit classes.

Section 4.4, Merit Salary Adjustments

Added language stating that a Merit Salary Adjustment (MSA) will occur absent a performance evaluation, after a 90-day improvement program.

Section 4.7, Rate on Reinstatement.

Minor language change.

Section 5.1, Overtime

Effective upon ratification by both parties sick leave will not be counted as hours worked for the purposes of calculating overtime.

7.1, Benefits Section

Effective February 1, 2005 employer contribution to CoBen flat dollar amount. Effective July 1, 2005 there are changes in the Rural Subsidy benefit which is found in Section 7.3.

8.11, Alternate Retirement Program

New language. Effective August 11, 2004 newly hired employees to State service in BU 18 will be placed in this program for two years for retirement purposes applies to miscellaneous employees only.

Section 14.2, Duration

Contract duration to June 30, 2006.
Either party may reopen the following Articles/Sections May 1, 2005.
Article 4, Section 4.1, Salaries
Article 5, Overtime, Section 5.1, Hours of Work
Article 6, Leaves and Holidays
Article 7, Section 7.1, CoBen
Article 8, Retirement

Please refer to the agreement for specific changes. This list just highlights significant changes.

/s/Dave Gilb

Dave Gilb
Chief of Labor Relations